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The Industrial Relations Code, 2020

Section 1 - Short title, extent and commencement

- (1) This Act may be called the Industrial Relations Code, 2020.
- (2) It shall extend to the whole of India.
- (3) It shall come into force on such date¹ as the Central Government may, by notification in the Official Gazette, appoint; and different dates may be appointed for different provisions of this Code and any reference in any such provision to the commencement of this Code shall be construed as a reference to the coming into force of that provision.

1. **21st day of November, 2025**---vide Notification No. S.O. 5320(E), dated 21st November, 2025, *see* Gazette of India, Extraordinary, Part II, sec. 3(ii).